



## Administrative Progress Report (APR) November 2007

**To: POST Commissioners and Advisory Committee Members**

**From: PAUL A. CAPPITELLI**  
**Executive Director**

The Administrative Progress Report (APR) is a monthly status report that informs POST Commissioners and the California law enforcement community of recent progress on POST projects and instructional programs under development, and other information of importance to our mission to continually enhance the professionalism of California law enforcement.

### **HOLIDAY GREETINGS**

It is my pleasure to extend sincere best wishes to all of you for a happy and joyous holiday season.

As the new Executive Director, I know that this past year presented us with significant challenges. At this holiday season, we can look back on our achievements in meeting those challenges and continue to serve our colleagues in law enforcement. As POST moves into a new year, I hope we will each take time to reflect on where we have been and gather strength for the challenges of the coming year. I look forward to moving ahead with you as we enter the future of law enforcement standards and training.

This holiday season will give each of us the opportunity to enjoy the fellowship of family and friends, and I hope the joy and thanksgiving of these holidays will sustain us through the adventures of the new year.

### **POST ATTENDS UNITED STATES ATTORNEY CRIME SUMMIT**

McGregor Scott, United States Attorney for the Northern District of California, held the eleventh annual Crime Summit on November 5-7, 2007, at South Lake Tahoe. There were over 200 law enforcement officials and investigators in attendance including sheriffs, district attorneys, and chiefs of police within the District. The presentations included the status of terrorism, how terrorism is financed, how information sharing can be enhanced, and trends in methamphetamine and human trafficking.

Questions about the Crime Summit may be directed to Bureau Chief Ed Pecinovsky, Training Delivery and Compliance Services Bureau, at (916) 227-4874 or [ed.pecinovsky@post.ca.gov](mailto:ed.pecinovsky@post.ca.gov).

## **OPEN EXAMINATIONS FOR THE COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING (POST) LAW ENFORCEMENT CONSULTANT I & II**

Qualification Appraisal Panel interviews for the Law Enforcement Consultant (LEC) I & II open examinations were administered on November 14-16, 2007, at the Marriot Courtyard in midtown Sacramento. Successful competitors have been merged onto the current lists; eligibility is good for 12 months.

This examination added five new candidates to the LEC II list resulting in 17 candidates across three ranks. In May 2008, 12 candidate's eligibility will expire. The LEC I examination added 11 new candidates creating a new list with 21 candidates across seven ranks. The eligibility for 10 candidates will expire in May 2008.

POST will begin the open examination, continuous filing in January 2008. Testing for both the LEC I & II open examinations will be conducted in May and November 2008. Successful candidates will be merged onto the existing lists. All candidate list eligibility is good for 12 months.

Questions about the open examinations for the Law Enforcement Consultant I and II may be directed to Personnel Officer Darla Engler, Administrative Services Bureau, at (916) 227-3907 or [darla.engler@post.ca.gov](mailto:darla.engler@post.ca.gov).

## **INSTRUCTOR STANDARDS ADVISORY COUNCIL MEETS**

In November, the Instructor Standards Advisory Council met in San Diego. The Advisory Council, comprised of law enforcement trainers, educators, and executives, reviewed progress in instructor development training.

Staff reported on the status of the Academy Instructor Certificate Program (AICP) and recent regulation changes. A "how to" guide for the AICP Equivalency Process and updated "Frequently Asked Questions" documents were approved and will be distributed to academies. A one-page document clarifying the definition of "guest speaker" was also reviewed and approved for dissemination.

The Council also heard a presentation on "motor learning" curricula and training for specialized instructor courses and the Academy Instructor Certification Course. Staff has formed a working group to review literature and best practices in this area. A subcommittee of the Council was identified to investigate potential needs and to work with POST to develop recommendations to be delivered in spring 2008.

The Council encouraged an increase of online offerings of instructor development courses to facilitate implementation of the AICP. POST staff agreed to develop additional online programming and presented an update on two new segments for the POST Learning Portal.

Questions about the Instructor Standards Advisory Council may be directed to Senior Consultant Bryon G. Gustafson, Training Program Services Bureau, at (916) 227-3902 or [bryon.gustafson@post.ca.gov](mailto:bryon.gustafson@post.ca.gov).

## POST INSTRUCTOR SYMPOSIUM 2008 OPEN FOR REGISTRATION

The 2008 POST Instructor Symposium, presented by the San Diego Regional Training Center, is planned for March 25-28, 2008, in San Diego. The Symposium theme is “*It’s Still All About the Students.*” The Symposium brings together the Institute of Criminal Investigation Instructor Symposium and the Master Instructor Development Program Conference into one general Instructor Symposium.

The purpose of the Symposium is to improve the instructional skills of the California law enforcement instructor. Workshops will address a variety of instructional topics including:

- What Motivates People
- The Course Roadmap (novice and advanced)
- Effective Use of Instructional Aids
- Emotional Intelligence
- Instructional Technology
- Facilitation Skills
- Learning Theory
- Presentation Skills
- Generational Training
- Critical Thinking Skills
- Problem-Based Learning

Online registration is now open at [www.sdrtc.com](http://www.sdrtc.com). Please note that only 300 spots are available. The Symposium will be held at the Crowne Plaza Hotel in San Diego. Those traveling more than 50 miles one-way and interested in lodging should make rooming reservations as soon as possible by calling (619) 297-1101 and providing the conference code of “PIS.”

Questions about the Instructor Symposium may be directed to Senior Consultant Bryon G. Gustafson, Training Program Services Bureau, at (916) 227-3902 or [bryon.gustafson@post.ca.gov](mailto:bryon.gustafson@post.ca.gov).

## PELLETB INTERNET-BASED TESTING UPDATE

At its October meeting, the Commission approved funding to expand POST’s Testing Management Assessment System (TMAS) to include an Internet-based testing component for POST’s Entry-Level Law Enforcement Test Battery (PELLETB), commonly known as the Reading and Writing Test. Once completed, this expansion will enable agencies to administer and score the PELLETB much more efficiently which will improve test security and enhance recruitment efforts.

One of PELLETB’s components (the CLOZE test, which requires candidates to use contextual clues to fill in missing words) presented a major programming challenge for the vendor developing the Internet-based testing component. In November, POST staff viewed a demonstration of the vendor’s solution to this programming challenge and solicited input for edits to the proposed solution. It is anticipated that the vendor will be able to incorporate feedback and have a demo system to present to the law enforcement community by the end of December. Feedback to refine the system will be gathered from POST constituents early next year, and it is hoped that a final system will be available to agencies some time in the spring of 2008.

Questions about the PELLETB, or individuals who are interest in providing feedback for the system, may be directed to Personnel Selection Consultant Elizabeth Wisnia, Standards and Evaluation Services Bureau, at (916) 227-4830 or [elizabeth.wisnia@post.ca.gov](mailto:elizabeth.wisnia@post.ca.gov).

## **DEVELOPMENT OF SURVEY TO ASSESS THE NEED FOR MAJOR CASE MANAGEMENT TRAINING FOR MANAGERS/EXECUTIVES**

The Training Program Services Bureau and the Center for Leadership Development Bureau are working with Switzer Associates Leadership Solutions to address Strategic Plan Objective B.13, *Develop a major case management training course for managers/executives*. “Major case management” refers to cases that may have significant media coverage, multi-agency response, a high volume of tips/leads, public scrutiny, case integrity concerns, or issues of victim-family management and interaction.

Staff assisted in the development of a training needs assessment survey to be distributed to law enforcement executives. The survey addresses the need for management and executive training in this area and the ability of an agency to manage major and high-profile criminal investigations. The survey is designed to be completed on-line in just a few minutes. A second needs assessment will be sent to investigators and to investigative supervisors and managers.

Questions about this need assessment may be directed to Senior Consultant Tricia Chisum, Training Program Services Bureau, at (916) 227-4895 or [patricia.chisum@post.ca.gov](mailto:patricia.chisum@post.ca.gov), or to Senior Consultant Gary Sorg, Center for Leadership Development, at (916) 227-2822 or [gary.sorg@post.ca.gov](mailto:gary.sorg@post.ca.gov).

## **POST TO DEVELOP TELECOURSE FOR ANIMAL CRUELTY TRAINING**

The California POST Training Network (CPTN) has started development of a telecourse to address the growing problem of animal cruelty and illegal animal fighting. The content of this telecourse will raise awareness of animal cruelty, neglect, illegal animal fighting, and other associated crimes. Another objective of the training is to instruct officers how to better utilize local animal welfare resources, including Animal Control or Humane Officers.

The DVD program will provide an overview of legal definitions of animal abuse and enforceable laws associated with various criminal behaviors toward animals, examples of animal crime, how to recognize animal neglect and cruelty, and techniques for investigation and evidence gathering. A section of the telecourse will address illegal animal fighting ventures, including dog-fighting and cock-fighting operations, and profiles of participants. The telecourse will provide officers with practical instruction for identifying animal cruelty as part of a larger crime scene, as well as linking crimes when called to respond to animal abuse.

Questions about the telecourse on animal cruelty may be directed to Senior Consultant Jody Buna, Training Program Services Bureau, at (916) 227-4896 or [jody.buna@post.ca.gov](mailto:jody.buna@post.ca.gov).

## **ANTI-REPRODUCTIVE-RIGHTS CRIME AND REPORTING**

Pursuant to Senate Bill No. 603, POST is working with the Advisory Committee on Anti-Reproductive Rights Crimes convened by the California Commission on the Status of Women. The bill requires the Advisory Committee to report to the Legislature on the implementation of the Reproductive Rights Law Enforcement Act and the effectiveness of the reporting plan developed by the Attorney General.

Senate Bill 780, effective January 1, 2002, enacted two laws: the California Freedom of Access to Clinic and Church Entrances (or California FACE) Act, and the Reproductive Rights Law Enforcement Act. The Reproductive Rights Law Enforcement Act added Penal Code §13775 through §13779 which require the Attorney General to collect and analyze information relating to anti-reproductive-rights crime (ARRC).

In 2006, the Attorney General reported receiving only four anti-reproductive rights crime reports (five fewer than in 2005). Subject matter experts have provided evidence that there were more crimes than represented in the Attorney General's report for 2006. Reporting of ARRCs is critical to create accurate statewide statistical information.

To assist in meeting the intent of the legislation and improving the reporting efforts of law enforcement agencies, POST released Bulletin No. 2007-21 and is updating the "Anti-Reproductive-Rights Crime" telecourse (originally aired in 2003). The revised telecourse will be released during spring 2008.

For ARRC reporting information, law enforcement agencies should contact the California Department of Justice, Criminal Justice Statistics Center, at (916) 227-3515, or the California Law Enforcement Web (CLEW) at <http://clew.doj.ca.gov>.

Questions about anti-reproductive-rights crime may be directed to Senior Consultant Kate Singer, Training Program Services Bureau, at (916) 227-4829 or [kate.singer@post.ca.gov](mailto:kate.singer@post.ca.gov).

## **NEW SENIOR CONSULTANT BEGINS AT POST**

On November 30, 2007, Gary Leonard began work as a Law Enforcement Consultant II. Gary has over 30 years of active law enforcement service in California, Colorado, Virginia, and Utah. He started his career with the San Jose Police Department. After working his way to the rank of Captain, he was hired as Chief of Police of Grand Junction, Colorado. He subsequently accepted police chief positions in Alexandria, Virginia, and Sandy, Utah. He concluded his law enforcement career as Chief of the West Sacramento Police Department. Gary also has experience as Director of Corporate Security for Morrison Knudsen Corporation in Boise, Idaho, and as Assistant Chief of Police in Santa Clara.

Gary has a Bachelor's degree in Psychology from CSU-San Jose, and graduated from the FBI National Academy, the Northwestern University Police Traffic Management Program, and the Harvard University Community Policing Program. He is a life member of the International Association of Chiefs of Police, a long-term member of Police Executive Research Forum, was active in State Associations of Chiefs of Police, and is a past Commissioner for the Commission on Accreditation for Law Enforcement Agencies.

Gary has been assigned to the Management Counseling Services Bureau where he will be performing management studies for law enforcement agencies throughout the state. He can be reached at (916) 227-4845 or [gary.leonard@post.ca.gov](mailto:gary.leonard@post.ca.gov).

## **POST WEBSITE REDESIGNED**

Effective November 1, 2007, all California departments and agencies reporting to the governor were expected to comply with the state's new requirements for website redesign. POST is pleased to announce the POST website has adopted the new look and feel of the redesign which includes compliance with state accessibility and usability standards and improved search capability and navigation features. The newly-redesigned website was launched on October 28, 2007, four days before the state-mandated deadline. Browse the POST website at <http://www.post.ca.gov> to see the new changes. Your assistance in providing us feedback by completing the online survey at [http://www.post.ca.gov/Whats\\_New/website\\_survey.asp](http://www.post.ca.gov/Whats_New/website_survey.asp) would be appreciated.

Although only part of the website was converted during this first phase, POST will begin implementing the new look and feel of the redesign to the entire website and will strive to improve our online services to the law enforcement community. Over the next year, the website will be updated with more features and content.

Questions about the POST website may be directed to Staff Information Systems Analyst Sally Nietering, Information Services Bureau, at (916) 227-4894 or [sally.nietering@post.ca.gov](mailto:sally.nietering@post.ca.gov).

## **CALENDAR OF EVENTS ON THE POST WEBSITE**

Due to security concerns, the POST Calendar of Events is located in the Flagship Network on the POST website. The Flagship Network is an electronic bulletin board for the Commission and sworn law enforcement personnel accessed through a user identification and password.

Information about obtaining access is located at [http://www.post.ca.gov/library/p\\_ch/flagship\\_bb.asp](http://www.post.ca.gov/library/p_ch/flagship_bb.asp). If you have access to the network but have forgotten your user identification or password, please send an email to [clearinghouse@post.ca.gov](mailto:clearinghouse@post.ca.gov).

## **LEGISLATIVE UPDATE**

The Legislature is in recess until January 7, 2008; therefore, no report on bills with a Commission position will be provided until the Legislative session resumes.

REPORT DATE: November 30, 2007